
Annual Salary Study

**Selected School, District,
and County Personnel**

2004–05



August 2005

**Inez Moore Tenenbaum
State Superintendent of Education**

**2004–05
ANNUAL SALARY STUDY
SELECTED SCHOOL, DISTRICT, AND COUNTY PERSONNEL**

August 2005

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INTRODUCTION

This publication contains tables that use four variables to display salary ranges, frequencies, and average salaries for 24 different positions. The four variables are student counts for the school or district served, length of contract, educational level, and total years of experience. Additional descriptive statistics include median, standard deviation, maximum and minimum salary, and percent change in the median salary over the previous year. Due to the level of completeness required on the source for staff information, only the additional descriptive statistics are provided for 22 additional positions.

Information concerning salaries, length of contract, educational level, and years of experience are obtained from the **Professional Certified Staff (PCS) Micro-Computer System**. The PCS file is updated periodically by personnel in the school districts and transmitted to the State Department of Education. At the Department, the district files are merged with information from the teacher certification files. Information for this publication was accessed July 6, 2005.

As specified in the instructions for the **Professional Certified Staff Micro-Computer System**, the annual salary is the "amount paid for the number of days employed" excluding extracurricular supplements. This salary figure also excludes bonus and incentive pay. Days employed are the number of days an individual receives compensation including all earned leave days.

Only personnel employed full time within the 85 geographic school districts and county education offices are included in this study. Full-time personnel employed in multiple positions are excluded. Length of contract is expressed in months and is determined by days employed: 12-month contract = 240 days or more, 11-month contract = 220–239 days, 10-month contract = 200–219 days, and 9-month contract = 190–199 days. Except for school nurses and physical/occupational therapists, personnel employed for less than 190 days are excluded from this study.

The average daily membership figures are computed from the FY 2004–05 Average Daily Membership Report for 45-Day Period.

Any comments and suggestions concerning this publication are encouraged and should be directed to the team leader.

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**SALARY DISTRIBUTION OF DISTRICT SUPERINTENDENTS^a BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	Less Than \$90,000	\$90,000 to \$94,999	\$95,000 to \$99,999	\$100,000 to \$104,999	\$105,000 to \$109,999	\$110,000 to \$114,999	\$115,000 to \$119,999	\$120,000 to \$124,999	\$125,000 to \$129,999	\$130,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM												
0-2,499.99	7	6	3	1	0	1	0	0	2	1	21	\$ 97,544
2,500-4,999.99	4	1	1	2	5	3	6	1	0	0	23	105,424
5,000-7,499.99	0	0	0	3	1	2	1	0	2	0	9	113,224
7,500-9,999.99	0	0	0	0	2	0	1	1	5	3	12	128,253
10,000-14,999.99	0	0	0	0	0	1	2	0	1	1	5	122,891
15,000-19,999.99	0	0	0	0	0	0	2	1	0	4	7	134,785
20,000-24,999.99	0	0	0	0	0	0	0	0	0	1	1	149,274
25,000-29,999.99	0	0	0	0	0	0	0	0	0	1	1	168,554
30,000 +	0	0	0	0	0	0	0	1	0	2	3	158,613
TOTAL	11	7	4	6	8	7	12	4	10	13	82	\$114,425

LENGTH OF CONTRACT												
12 Months	9	7	2	5	6	5	12	4	8	11	69	\$115,281
11 Months	2	0	1	1	1	2	0	0	2	2	11	111,481
10 Months	0	0	0	0	0	0	0	0	0	0	0	-
9 Months	0	0	1	0	1	0	0	0	0	0	2	101,077
TOTAL	11	7	4	6	8	7	12	4	10	13	82	\$114,425

EDUCATIONAL LEVEL												
Doctorate Degree	5	3	2	5	4	4	8	3	9	13	56	\$119,929
Master's +30 Hrs	4	4	2	1	3	3	4	0	1	0	22	103,314
Master's Degree	2	0	0	0	1	0	0	1	0	0	4	98,471
TOTAL	11	7	4	6	8	7	12	4	10	13	82	\$114,425

TOTAL YEARS OF EXPERIENCE												
5-9	0	0	0	0	0	0	0	0	0	1	1	\$161,558
10-14	0	0	0	1	0	0	0	0	0	0	1	104,118
15-19	1	1	0	0	1	1	1	0	0	1	6	108,851
20-24	2	1	1	0	0	1	1	1	2	2	11	116,086
25-29	1	1	1	2	1	0	1	0	3	2	12	113,155
30-34	7	4	2	2	4	4	7	1	5	3	39	109,719
35-39	0	0	0	1	2	1	2	1	0	4	11	129,622
40-44	0	0	0	0	0	0	0	1	0	0	1	124,384
TOTAL	11	7	4	6	8	7	12	4	10	13	82	\$114,425

^aThere are 85 geographic school districts. The length of contract for three superintendents was less than 190 days.

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 112,685
 % Change in Median
 Salary Over One Year = + 2.8%

Maximum Salary = \$ 178,623
 Minimum Salary = \$ 80,447
 Standard Deviation = \$ 21,392

**SALARY DISTRIBUTION OF ASSISTANT SUPERINTENDENTS FOR INSTRUCTION (ASSOCIATE, DEPUTY) BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 to \$94,999	\$95,000 to \$99,999	\$100,000 to \$104,999	\$105,000 to \$109,999	\$110,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM											
0-2,499.99	1	4	2	1	0	2	0	0	0	10	\$ 82,426
2,500-4,999.99	1	5	5	4	4	0	0	0	0	19	83,892
5,000-7,499.99	0	3	1	2	1	1	2	0	0	10	87,866
7,500-9,999.99	0	0	0	4	2	4	0	2	0	12	95,369
10,000-14,999.99	0	0	0	0	4	1	0	0	0	5	93,763
15,000-19,999.99	0	0	1	0	1	2	1	2	1	8	101,980
20,000-24,999.99	0	0	4	3	0	0	0	1	5	13	98,207
25,000-29,999.99	0	0	0	1	1	0	0	0	0	2	90,450
30,000 +	0	0	1	2	4	3	0	1	0	11	94,028
TOTAL	2	12	14	17	17	13	3	6	6	90	\$ 91,309

LENGTH OF CONTRACT											
12 Months	1	11	7	14	17	10	1	5	6	72	\$ 91,953
11 Months	1	1	6	3	0	3	2	1	0	17	89,109
10 Months	0	0	1	0	0	0	0	0	0	1	82,400
TOTAL	2	12	14	17	17	13	3	6	6	90	\$ 91,309

EDUCATIONAL LEVEL											
Doctorate Degree	1	1	3	9	12	6	3	6	5	46	\$ 95,918
Master's + 30 Hrs	1	9	10	7	4	4	0	0	1	36	85,994
Master's Degree	0	2	1	1	1	3	0	0	0	8	88,727
TOTAL	2	12	14	17	17	13	3	6	6	90	\$ 91,309

TOTAL YEARS OF EXPERIENCE											
5-9	0	0	0	0	0	0	0	0	0	0	-
10-14	0	0	0	1	0	0	0	0	1	2	\$100,995
15-19	0	0	1	1	0	1	0	0	0	3	89,653
20-24	0	3	2	5	4	3	0	0	1	18	90,348
25-29	1	6	7	2	9	1	1	3	2	32	89,935
30-34	1	1	2	4	3	4	2	1	2	20	93,725
35-39	0	2	2	2	1	4	0	1	0	12	90,676
40-44	0	0	0	2	0	0	0	1	0	3	93,362
TOTAL	2	12	14	17	17	13	3	6	6	90	\$ 91,309

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 90,097
 % Change in Median
 Salary Over One Year = + 5.4%

Maximum Salary = \$ 124,384
 Minimum Salary = \$ 71,303
 Standard Deviation = \$ 10,860

**SALARY DISTRIBUTION OF ASSISTANT SUPERINTENDENTS FOR NON-INSTRUCTION (ASSOCIATE, DEPUTY) BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	Less Than \$75,000	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 to \$94,999	\$95,000 to \$99,999	\$100,000 to \$104,999	\$105,000 to \$109,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM										
0-2,499.99	0	0	0	1	0	0	0	0	1	\$ 86,357
2,500-4,999.99	1	2	2	3	0	0	0	0	8	79,756
5,000-7,499.99	0	1	2	5	1	0	2	0	11	88,845
7,500-9,999.99	0	1	1	3	4	2	0	0	11	89,442
10,000-14,999.99	0	0	0	1	1	2	0	0	4	95,766
15,000-19,999.99	0	0	1	1	4	3	3	4	16	98,665
20,000-24,999.99	0	0	0	0	0	0	0	1	1	108,876
25,000-29,999.99	0	0	0	0	1	0	0	0	1	90,070
30,000 +	0	0	1	0	1	6	0	0	8	96,874
TOTAL	1	4	7	14	12	13	5	5	61	\$ 92,151

LENGTH OF CONTRACT										
12 Months	0	2	6	12	12	12	3	3	50	\$92,825
11 Months	0	2	1	2	0	1	2	2	10	92,725
10 Months	1	0	0	0	0	0	0	0	1	52,700
TOTAL	1	4	7	14	12	13	5	5	61	\$92,151

EDUCATIONAL LEVEL										
Doctorate Degree	0	0	0	2	5	2	2	1	12	\$95,735
Master's + 30 Hrs	0	2	5	7	5	5	0	1	25	89,868
Master's Degree	1	1	0	3	0	2	0	0	7	84,604
Missing Data	0	1	2	2	2	4	3	3	17	-
TOTAL	1	4	7	14	12	13	5	5	61	\$92,151

TOTAL YEARS OF EXPERIENCE										
5-9	0	0	0	0	0	0	0	0	0	-
10-14	0	1	0	0	0	0	0	0	1	\$75,658
15-19	0	0	0	1	0	0	0	0	1	88,405
20-24	0	0	0	5	0	1	1	0	7	91,965
25-29	1	2	2	2	3	0	0	0	10	82,759
30-34	0	0	1	3	6	4	1	1	16	93,774
35-39	0	0	1	1	1	3	0	1	7	95,732
40-44	0	0	1	0	0	1	0	0	2	90,909
Missing Data	0	1	2	2	2	4	3	3	17	-
TOTAL	1	4	7	14	12	13	5	5	61	\$92,151

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 91,750
 % Change in Median
 Salary Over One Year = + 3.1%

Maximum Salary = \$ 109,854
 Minimum Salary = \$ 52,700
 Standard Deviation = \$ 9,842

**SALARY DISTRIBUTION OF SECONDARY HEAD PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	Less Than \$65,000	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 to \$94,999	\$95,000 to \$99,999	\$100,000 +	TOTAL	Average Salary
SCHOOL 45-DAY ADM											
0-99.99	1	0	0	1	0	0	0	0	0	2	\$60,080
100-249.99	0	0	1	1	1	0	0	0	0	3	76,927
250-399.99	1	5	4	4	2	0	1	1	0	18	75,249
400-549.99	1	0	10	8	4	0	1	0	1	25	76,019
550-699.99	0	4	2	3	3	2	0	0	0	14	76,317
700-849.99	0	0	5	2	3	5	1	2	0	18	82,674
850-999.99	0	0	4	4	6	3	2	1	0	20	81,978
1,000-1,149.99	0	1	1	2	8	2	3	0	0	17	82,424
1,150-1,299.99	0	0	1	1	7	4	2	1	0	16	85,000
1,300-1,449.99	0	1	0	2	3	4	3	0	0	13	84,047
1,450-1,599.99	1	0	0	1	6	3	5	0	0	16	84,719
1,600 +	0	0	1	3	6	10	10	3	1	34	87,776
TOTAL	4	11	29	32	49	33	28	8	2	196	\$81,611

LENGTH OF CONTRACT											
12 Months	3	10	17	25	41	29	25	5	2	157	\$81,953
11 Months	1	1	10	5	8	4	3	3	0	35	80,781
10 Months	0	0	1	1	0	0	0	0	0	2	75,373
9 Months	0	0	1	1	0	0	0	0	0	2	75,533
TOTAL	4	11	29	32	49	33	28	8	2	196	\$81,611

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	2	4	7	10	6	4	2	35	\$86,951
Master's + 30 Hrs	2	6	19	16	26	15	8	3	0	95	80,061
Master's Degree	2	5	8	12	16	8	14	1	0	66	81,009
TOTAL	4	11	29	32	49	33	28	8	2	196	\$81,611

TOTAL YEARS OF EXPERIENCE											
0-4	0	0	0	0	0	0	0	0	0	0	-
5-9	0	0	3	0	0	0	1	0	0	4	\$78,373
10-14	1	2	6	6	8	1	2	0	0	26	77,364
15-19	0	2	2	5	8	8	6	1	0	32	83,094
20-24	0	3	9	4	9	1	5	0	0	31	79,329
25-29	1	0	4	6	8	8	4	2	0	33	82,726
30-34	2	2	2	8	12	13	8	3	2	52	83,843
35-39	0	2	3	3	2	2	1	2	0	15	80,602
40-44	0	0	0	0	2	0	1	0	0	3	84,584
TOTAL	4	11	29	32	49	33	28	8	2	196	\$81,611

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 81,956
 % Change in Median
 Salary Over One Year = + 3.2%

Maximum Salary = \$ 101,333
 Minimum Salary = \$ 42,000
 Standard Deviation = \$ 9,052

**SALARY DISTRIBUTION OF SECONDARY ASSISTANT PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	Less Than \$45,000	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	TOTAL	Average Salary
SCHOOL 45-DAY ADM											
0-99.99	0	0	0	0	0	0	0	0	0	0	-
100-249.99	0	1	0	0	2	0	0	0	0	3	\$57,537
250-399.99	0	2	0	3	3	1	0	0	0	9	58,524
400-549.99	1	1	5	8	12	4	2	1	0	34	59,872
550-699.99	1	1	2	2	6	4	0	0	0	16	60,136
700-849.99	0	4	4	7	7	4	6	1	0	33	61,497
850-999.99	1	1	3	13	15	7	6	0	0	46	61,814
1,000-1,149.99	0	2	7	10	11	4	6	2	1	43	62,039
1,150-1,299.99	0	2	6	5	14	6	8	1	0	42	63,192
1,300-1,449.99	0	2	3	9	12	7	4	1	0	38	61,989
1,450-1,599.99	0	2	5	12	5	8	8	0	1	41	62,311
1,600 +	0	2	17	22	32	30	27	6	4	140	64,676
TOTAL	3	20	52	91	119	75	67	12	6	445	\$62,599

LENGTH OF CONTRACT											
12 Months	0	2	1	7	29	39	23	6	3	110	\$67,337
11 Months	2	4	21	44	44	20	38	4	3	180	62,960
10 Months	1	12	25	37	43	15	6	2	0	141	59,127
9 Months	0	2	5	3	3	1	0	0	0	14	55,712
TOTAL	3	20	52	91	119	75	67	12	6	445	\$62,599

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	1	4	8	9	10	1	2	35	\$67,500
Master's + 30 Hrs	0	7	18	44	71	49	42	7	2	240	63,908
Master's Degree	2	13	32	42	40	17	15	4	2	167	59,946
Bachelor's +18 Hrs	0	0	1	1	0	0	0	0	0	2	54,985
Bachelor's Degree	1	0	0	0	0	0	0	0	0	1	35,256
TOTAL	3	20	52	91	119	75	67	12	6	445	\$62,599

TOTAL YEARS OF EXPERIENCE											
0-4	0	1	3	1	1	2	0	0	0	8	\$57,489
5-9	2	12	18	20	10	1	4	0	0	67	55,400
10-14	0	5	19	31	21	13	1	0	0	90	58,759
15-19	0	1	7	17	15	11	5	0	0	56	61,360
20-24	0	0	2	9	25	13	15	0	0	64	65,098
25-29	0	0	2	5	27	16	18	4	2	74	67,109
30-34	1	1	1	7	16	15	20	8	1	70	67,291
35-39	0	0	0	1	3	3	4	0	3	14	70,603
40-44	0	0	0	0	1	1	0	0	0	2	64,662
TOTAL	3	20	52	91	119	75	67	12	6	445	\$62,599

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 62,892
 % Change in Median
 Salary Over One Year = + 3.4%

Maximum Salary = \$ 82,604
 Minimum Salary = \$ 35,256
 Standard Deviation = \$ 7,860

**SALARY DISTRIBUTION OF MIDDLE/JUNIOR HIGH HEAD PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 to \$94,999	TOTAL	Average Salary
SCHOOL 45-DAY ADM										
100-249.99	1	3	0	1	2	0	0	0	7	\$67,329
250-399.99	0	4	4	8	3	0	0	0	19	70,076
400-549.99	2	3	7	15	14	7	4	0	52	74,384
550-699.99	0	0	8	12	13	6	2	2	43	76,126
700-849.99	0	1	3	2	20	8	2	2	38	78,218
850-999.99	1	0	3	8	12	10	1	0	35	76,460
1,000-1,149.99	0	0	0	0	3	3	3	1	10	83,848
1,150-1,299.99	0	0	0	1	0	4	1	0	6	81,001
1,300-1,449.99	0	0	0	0	0	3	2	0	5	85,115
1,450-1,599.99	0	0	0	0	0	0	0	0	0	-
1,600 +	0	0	0	0	1	0	0	0	1	79,242
TOTAL	4	11	25	47	68	41	15	5	216	\$76,027

LENGTH OF CONTRACT										
12 Months	1	8	21	33	47	34	12	5	161	\$76,553
11 Months	1	2	4	13	20	7	3	0	50	75,421
10 Months	2	0	0	1	1	0	0	0	4	65,721
9 Months	0	1	0	0	0	0	0	0	1	62,928
TOTAL	4	11	25	47	68	41	15	5	216	\$76,027

EDUCATIONAL LEVEL										
Doctorate Degree	0	1	0	4	11	5	6	2	29	\$80,551
Master's + 30 Hrs	2	5	17	22	33	24	6	3	112	75,839
Master's Degree	2	5	8	21	24	12	3	0	75	74,559
TOTAL	4	11	25	47	68	41	15	5	216	\$76,027

TOTAL YEARS OF EXPERIENCE										
0-4	0	0	0	0	0	0	0	0	0	-
5-9	0	2	4	3	4	2	0	0	15	\$72,016
10-14	3	1	4	12	8	0	0	0	28	71,038
15-19	1	2	3	11	13	4	0	0	34	73,707
20-24	0	2	6	6	16	3	4	0	37	75,828
25-29	0	2	2	8	17	14	4	4	51	79,096
30-34	0	1	5	5	7	13	4	1	36	78,421
35-39	0	0	1	2	3	5	3	0	14	80,195
40-44	0	1	0	0	0	0	0	0	1	61,057
TOTAL	4	11	25	47	68	41	15	5	216	\$76,027

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 76,262
 % Change in Median
 Salary Over One Year = + 2.3%

Maximum Salary = \$ 94,362
 Minimum Salary = \$ 55,000
 Standard Deviation = \$ 7,130

**SALARY DISTRIBUTION OF MIDDLE/JUNIOR HIGH ASSISTANT PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	Less Than \$45,000	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 +	TOTAL	Average Salary
SCHOOL 45-DAY ADM										
100-249.99	0	1	0	0	0	0	0	0	1	\$46,615
250-399.99	0	1	2	3	3	0	0	0	9	57,429
400-549.99	2	5	9	19	15	7	0	1	58	58,274
550-699.99	2	7	9	19	19	6	4	0	66	58,551
700-849.99	1	7	12	15	17	12	0	2	66	58,928
850-999.99	4	5	20	17	12	11	1	0	70	57,070
1,000-1,149.99	0	1	2	8	7	3	2	2	25	62,218
1,150-1,299.99	0	0	6	2	7	1	1	0	17	60,380
1,300-1,449.99	0	0	3	6	2	2	2	0	15	60,427
1,450-1,599.99	0	0	0	0	0	0	0	0	0	-
1,600 +	0	0	0	0	1	3	1	0	5	68,564
TOTAL	9	27	63	89	83	45	11	5	332	\$58,804

LENGTH OF CONTRACT										
12 Months	0	2	0	15	14	13	4	1	49	\$63,178
11 Months	2	2	21	25	31	18	3	2	104	60,133
10 Months	5	21	39	45	37	14	4	2	167	57,192
9 Months	2	2	3	4	1	0	0	0	12	51,875
TOTAL	9	27	63	89	83	45	11	5	332	\$58,804

EDUCATIONAL LEVEL										
Doctorate Degree	0	1	2	1	7	9	3	3	26	\$65,428
Master's + 30 Hrs	4	12	22	46	56	25	6	1	172	59,615
Master's Degree	4	13	38	41	20	11	2	1	130	56,660
Bachelor's + 18 Hrs	0	0	1	0	0	0	0	0	1	53,389
Bachelor's Degree	1	1	0	0	0	0	0	0	2	45,696
Missing Data	0	0	0	1	0	0	0	0	1	-
TOTAL	9	27	63	89	83	45	11	5	332	\$58,804

TOTAL YEARS OF EXPERIENCE										
0-4	3	1	3	1	0	0	0	0	8	\$47,426
5-9	6	11	22	9	6	4	0	0	58	53,255
10-14	0	13	25	21	10	4	1	0	74	55,569
15-19	0	1	4	21	10	8	1	1	46	60,302
20-24	0	0	4	14	17	9	1	0	45	61,663
25-29	0	0	4	11	16	13	2	0	46	62,506
30-34	0	1	1	10	16	3	4	3	38	63,568
35-39	0	0	0	1	8	4	2	1	16	65,341
Missing Data	0	0	0	1	0	0	0	0	1	-
TOTAL	9	27	63	89	83	45	11	5	332	\$58,804

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 59,195
 % Change in Median
 Salary Over One Year = + 3.0%

Maximum Salary = \$ 80,929
 Minimum Salary = \$ 38,103
 Standard Deviation = \$ 7,124

**SALARY DISTRIBUTION OF ELEMENTARY HEAD PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	Less Than \$55,000	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 +	TOTAL	Average Salary
SCHOOL 45-DAY ADM											
0-99.99	1	0	0	0	0	0	0	1	0	2	\$68,692
100-199.99	4	1	2	11	3	5	0	0	0	26	66,826
200-299.99	3	1	10	24	18	10	4	3	1	74	70,877
300-399.99	1	4	10	32	31	20	11	3	2	114	72,411
400-499.99	1	2	13	30	34	20	10	5	0	115	72,037
500-599.99	0	1	10	32	37	27	17	3	1	128	73,161
600-699.99	1	0	1	7	27	22	17	2	2	79	76,142
700-799.99	2	0	2	2	5	16	8	2	1	38	76,201
800-899.99	0	0	0	0	8	9	5	1	1	24	78,293
900-999.99	0	0	0	0	1	5	2	1	1	10	80,437
1,000-1,099.99	0	0	1	1	3	4	0	0	0	9	74,171
1,100 +	0	0	0	1	1	3	1	0	0	6	75,527
TOTAL	13	9	49	140	168	141	75	21	9	625	\$73,182

LENGTH OF CONTRACT											
12 Months	4	5	31	112	129	116	63	17	7	484	\$73,788
11 Months	4	1	16	23	35	25	11	4	2	121	72,393
10 Months	3	3	2	1	3	0	1	0	0	13	62,817
9 Months	2	0	0	4	1	0	0	0	0	7	64,129
TOTAL	13	9	49	140	168	141	75	21	9	625	\$73,182

EDUCATIONAL LEVEL											
Doctorate Degree	1	0	2	5	18	18	31	11	4	90	\$79,091
Master's + 30 Hrs	7	5	29	95	108	84	38	8	4	378	72,566
Master's Degree	4	4	18	39	42	38	6	2	1	154	71,338
Bachelor's + 18 Hrs	0	0	0	1	0	1	0	0	0	2	74,743
Missing Data	1	0	0	0	0	0	0	0	0	1	-
TOTAL	13	9	49	140	168	141	75	21	9	625	\$73,182

TOTAL YEARS OF EXPERIENCE											
0-4	0	0	0	0	1	0	0	0	0	1	\$71,483
5-9	3	1	9	8	4	3	0	0	0	28	65,041
10-14	3	3	10	22	16	9	1	0	0	64	68,402
15-19	1	1	9	25	30	14	2	0	0	82	70,807
20-24	2	1	6	26	29	30	8	3	0	105	72,974
25-29	0	3	9	32	46	39	22	7	3	161	74,380
30-34	1	0	5	20	38	29	29	8	1	131	75,726
35-39	2	0	1	7	4	17	11	3	5	50	77,727
40-44	0	0	0	0	0	0	2	0	0	2	81,591
Missing Data	1	0	0	0	0	0	0	0	0	1	-
TOTAL	13	9	49	140	168	141	75	21	9	625	\$73,182

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 72,880
 % Change in Median Salary Over One Year = + 2.7%

Maximum Salary = \$ 98,386
 Minimum Salary = \$ 36,622
 Standard Deviation = \$ 7,642

**SALARY DISTRIBUTION OF ELEMENTARY ASSISTANT PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	TOTAL	Average Salary
SCHOOL 45-DAY ADM										
0-99.99	0	0	0	0	0	0	0	0	0	-
100-199.99	0	0	1	0	0	0	1	0	2	\$57,304
200-299.99	1	0	0	1	2	2	1	0	7	57,080
300-399.99	0	1	9	5	11	5	2	1	34	55,668
400-499.99	1	2	7	17	11	11	3	2	54	55,663
500-599.99	0	7	15	19	28	20	5	0	94	55,436
600-699.99	0	4	11	17	26	19	4	0	81	56,037
700-799.99	0	1	7	11	16	7	2	0	44	55,740
800-899.99	0	2	0	6	7	10	4	0	29	58,512
900-999.99	0	0	2	2	2	8	4	0	18	60,598
1,000-1,099.99	0	0	1	0	5	4	1	1	12	60,064
1,100 +	0	0	0	3	1	3	2	0	9	60,013
TOTAL	2	17	53	81	109	89	29	4	384	\$56,416

LENGTH OF CONTRACT										
12 Months	0	0	0	4	4	11	6	0	25	\$60,853
11 Months	1	2	5	27	25	17	8	1	86	57,031
10 Months	0	9	35	38	77	59	15	3	236	56,803
9 Months	1	6	13	12	3	2	0	0	37	49,520
TOTAL	2	17	53	81	109	89	29	4	384	\$56,416

EDUCATIONAL LEVEL										
Doctorate Degree	0	0	0	2	2	5	6	0	15	\$62,635
Master's + 30 Hrs	0	1	17	35	80	56	14	3	206	57,990
Master's Degree	2	15	34	44	27	28	9	1	160	54,010
Bachelor's +18 Hrs	0	1	1	0	0	0	0	0	2	45,246
Bachelor's Degree	0	0	1	0	0	0	0	0	1	46,141
TOTAL	2	17	53	81	109	89	29	4	384	\$56,416

TOTAL YEARS OF EXPERIENCE										
0-4	0	0	2	2	0	0	0	0	4	\$50,764
5-9	2	12	22	13	7	8	0	0	64	50,404
10-14	0	4	22	30	17	10	0	0	83	52,953
15-19	0	1	2	19	18	15	5	0	60	57,468
20-24	0	0	2	7	28	16	8	2	63	59,622
25-29	0	0	0	1	20	19	8	1	49	61,389
30-34	0	0	3	8	12	15	7	1	46	59,451
35-39	0	0	0	1	7	5	1	0	14	59,388
40-44	0	0	0	0	0	1	0	0	1	61,236
TOTAL	2	17	53	81	109	89	29	4	384	\$56,416

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 56,726
 % Change in Median
 Salary Over One Year = + 2.2%

Maximum Salary = \$ 74,525
 Minimum Salary = \$ 37,883
 Standard Deviation = \$ 6,668

**SALARY DISTRIBUTION OF SCHOOL LIBRARIANS/MEDIA SPECIALISTS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	\$25,000 to \$29,999	\$30,000 to \$34,999	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 +	TOTAL	Average Salary
SCHOOL 45-DAY ADM											
0-99.99	0	0	0	1	0	0	0	0	0	1	\$43,302
100-249.99	0	4	5	8	10	16	6	2	0	51	47,900
250-399.99	1	6	17	26	49	53	18	6	1	177	48,326
400-549.99	3	8	28	41	58	76	28	8	0	250	47,876
550-699.99	0	8	14	37	38	61	20	7	3	188	48,797
700-849.99	0	2	8	13	24	39	13	9	1	109	50,373
850-999.99	0	2	5	11	14	30	7	4	6	79	51,133
1,000-1,149.99	0	1	2	7	8	17	10	1	1	47	51,037
1,150-1,299.99	0	1	2	5	4	11	10	0	0	33	50,535
1,300-1,449.99	0	1	1	3	5	16	5	0	3	34	52,020
1,450-1,599.99	0	1	1	6	4	7	4	2	0	25	48,936
1,600 +	0	1	6	3	13	24	11	5	4	67	51,908
TOTAL	4	35	89	161	227	350	132	44	19	1,061	\$49,245

LENGTH OF CONTRACT											
12 Months	0	0	0	0	0	0	0	1	0	1	\$60,281
11 Months	0	0	0	0	0	0	1	0	1	2	66,157
10 Months	0	3	11	26	38	72	43	11	5	209	51,071
9 Months	4	32	78	135	189	278	88	32	13	849	48,743
TOTAL	4	35	89	161	227	350	132	44	19	1,061	\$49,245

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	0	0	0	0	3	8	8	19	\$64,971
Master's + 30 Hrs	0	1	13	42	90	239	103	34	11	533	52,559
Master's Degree	1	31	69	86	114	110	26	2	0	439	45,566
Bachelor's +18 Hrs	0	1	6	27	20	1	0	0	0	55	43,643
Bachelor's Degree	3	2	0	6	3	0	0	0	0	14	40,011
Missing Data	0	0	1	0	0	0	0	0	0	1	-
TOTAL	4	35	89	161	227	350	132	44	19	1,061	\$49,245

TOTAL YEARS OF EXPERIENCE											
0-4	4	31	31	2	1	0	0	0	0	69	\$35,135
5-9	0	2	51	49	9	4	1	0	0	116	41,017
10-14	0	1	6	75	57	14	6	2	0	161	45,611
15-19	0	0	0	12	79	53	12	4	1	161	49,863
20-24	0	0	0	7	28	96	21	13	5	170	53,478
25-29	0	0	0	5	28	101	45	20	9	208	54,152
30-34	0	1	0	5	18	64	41	4	3	136	53,581
35-39	0	0	0	6	5	14	5	0	1	31	51,222
40-44	0	0	0	0	2	4	1	1	0	8	53,638
Missing Data	0	0	1	0	0	0	0	0	0	1	-
TOTAL	4	35	89	161	227	350	132	44	19	1,061	\$49,245

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 50,234
 % Change in Median
 Salary Over One Year = + 2.5%

Maximum Salary = \$ 78,001
 Minimum Salary = \$ 27,167
 Standard Deviation = \$ 7,431

**SALARY DISTRIBUTION OF SCHOOL GUIDANCE COUNSELORS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	\$30,000 to \$34,999	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 +	TOTAL	Average Salary
SCHOOL 45-DAY ADM											
0-99.99	0	0	0	0	1	1	0	0	0	2	\$55,555
100-249.99	3	6	6	11	10	8	2	1	0	47	48,610
250-399.99	15	25	28	37	43	17	8	0	0	173	47,110
400-549.99	13	47	37	45	77	45	11	5	0	280	48,405
550-699.99	9	26	35	56	64	31	8	3	1	233	48,455
700-849.99	7	17	40	30	52	35	6	6	0	193	49,229
850-999.99	8	20	21	21	59	28	12	0	4	173	50,062
1,000-1,149.99	2	10	9	19	23	16	5	2	0	86	50,292
1,150-1,299.99	1	9	9	11	25	10	4	3	1	73	50,958
1,300-1,449.99	1	6	4	12	16	14	5	1	1	60	51,127
1,450-1,599.99	1	5	3	6	14	12	9	3	0	53	53,537
1,600 +	3	24	27	39	37	38	14	8	5	195	50,866
TOTAL	63	195	219	287	421	255	84	32	12	1,568	\$49,375

LENGTH OF CONTRACT											
12 Months	1	0	1	4	3	6	21	8	4	48	\$61,320
11 Months	0	3	3	8	28	21	18	11	6	98	57,215
10 Months	10	64	75	107	132	163	28	8	2	589	50,522
9 Months	52	128	140	168	258	65	17	5	0	833	46,954
TOTAL	63	195	219	287	421	255	84	32	12	1,568	\$49,375

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	1	3	3	6	15	13	8	49	\$63,364
Master's + 30 Hrs	6	60	118	150	288	200	57	13	3	895	51,291
Master's Degree	52	130	96	127	130	49	12	6	1	603	45,704
Bachelor's +18 Hrs	2	1	4	6	0	0	0	0	0	13	42,599
Bachelor's Degree	2	1	0	0	0	0	0	0	0	3	34,214
Missing Data	1	3	0	1	0	0	0	0	0	5	-
TOTAL	63	195	219	287	421	255	84	32	12	1,568	\$49,375

TOTAL YEARS OF EXPERIENCE											
0-4	55	102	15	0	0	2	1	0	0	175	\$36,827
5-9	5	85	118	41	2	0	1	0	0	252	41,495
10-14	1	4	70	101	35	3	2	0	0	216	46,568
15-19	1	1	14	88	74	20	3	0	0	201	50,212
20-24	0	0	1	30	114	59	14	6	4	228	54,614
25-29	0	0	1	14	111	85	34	9	3	257	55,965
30-34	0	0	0	8	64	65	24	12	4	177	57,156
35-39	0	0	0	4	19	16	4	4	1	48	56,193
40-44	0	0	0	0	2	4	1	1	0	8	58,146
45 +	0	0	0	0	0	1	0	0	0	1	59,225
Missing Data	1	3	0	1	0	0	0	0	0	5	-
TOTAL	63	195	219	287	421	255	84	32	12	1,568	\$49,375

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 50,446
 % Change in Median
 Salary Over One Year = + 2.5%

Maximum Salary = \$ 89,909
 Minimum Salary = \$ 30,117
 Standard Deviation = \$ 8,340

**SALARY DISTRIBUTION OF DIRECTORS OF INSTRUCTION BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	Less Than \$60,000	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM										
0-2,499.99	1	1	0	2	1	0	0	0	5	\$67,184
2,500-4,999.99	0	2	0	2	0	0	0	0	4	69,432
5,000-7,499.99	0	1	1	0	1	0	0	0	3	68,529
7,500-9,999.99	1	1	0	1	0	1	0	0	4	67,509
10,000-14,999.99	0	0	0	0	0	1	1	2	4	89,343
15,000-19,999.99	0	0	0	0	1	2	1	1	5	83,361
20,000-24,999.99	0	0	0	0	1	1	0	0	2	81,280
25,000-29,999.99	0	1	0	1	0	0	0	0	2	67,493
30,000 +	0	0	1	0	0	1	0	0	2	74,989
TOTAL	2	6	2	6	4	6	2	3	31	\$74,547

LENGTH OF CONTRACT										
12 Months	0	4	1	5	3	3	1	1	18	\$74,435
11 Months	1	1	0	1	1	3	1	2	10	78,459
10 Months	0	1	1	0	0	0	0	0	2	66,061
9 Months	1	0	0	0	0	0	0	0	1	54,429
TOTAL	2	6	2	6	4	6	2	3	31	\$74,547

EDUCATIONAL LEVEL										
Doctorate Degree	0	0	0	1	1	1	1	3	7	\$85,992
Master's + 30 Hrs	2	4	0	5	3	2	0	0	16	70,080
Master's Degree	0	2	1	0	0	3	1	0	7	74,262
Missing Data	0	0	1	0	0	0	0	0	1	-
TOTAL	2	6	2	6	4	6	2	3	31	\$74,547

TOTAL YEARS OF EXPERIENCE										
5-9	0	0	0	0	0	0	0	0	0	-
10-14	0	0	0	0	0	0	0	0	0	-
15-19	0	2	0	1	0	0	0	0	3	\$66,879
20-24	0	2	0	0	0	2	1	1	6	78,215
25-29	0	1	0	2	1	1	0	0	5	73,399
30-34	2	1	1	3	1	2	0	2	12	73,269
35-39	0	0	0	0	2	1	1	0	4	81,724
Missing Data	0	0	1	0	0	0	0	0	1	-
TOTAL	2	6	2	6	4	6	2	3	31	\$74,547

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 74,828
 % Change in Median
 Salary Over One Year = - 0.2%

Maximum Salary = \$ 95,274
 Minimum Salary = \$ 50,000
 Standard Deviation = \$ 11,011

**SALARY DISTRIBUTION OF DIRECTORS OF PERSONNEL BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	Less Than \$65,000	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 to \$94,999	\$95,000 to \$99,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM										
0-2,499.99	1	1	1	0	0	0	0	0	3	\$60,171
2,500-4,999.99	2	2	1	1	1	1	2	0	10	76,379
5,000-7,499.99	0	2	2	1	1	0	0	0	6	73,549
7,500-9,999.99	0	0	0	1	2	1	1	1	6	86,531
10,000-14,999.99	0	0	1	0	1	1	0	0	3	79,732
15,000-19,999.99	0	0	0	0	0	2	0	1	3	91,729
20,000-24,999.99	0	0	0	0	2	0	0	0	2	82,628
25,000-29,999.99	0	0	1	0	0	0	0	0	1	72,952
30,000 +	0	0	1	2	5	0	0	0	8	80,345
TOTAL	3	5	7	5	12	5	3	2	42	\$78,575

LENGTH OF CONTRACT										
12 Months	3	5	7	5	10	4	3	2	39	\$78,134
11 Months	0	0	0	0	2	1	0	0	3	84,304
10 Months	0	0	0	0	0	0	0	0	0	-
TOTAL	3	5	7	5	12	5	3	2	42	\$78,575

EDUCATIONAL LEVEL										
Doctorate Degree	0	1	0	3	4	2	1	2	13	\$84,664
Master's + 30 Hrs	1	2	4	1	6	3	2	0	19	79,252
Master's Degree	0	2	1	0	1	0	0	0	4	71,965
Bachelor's + 18 Hrs	0	0	0	0	0	0	0	0	0	-
Bachelor's Degree	1	0	0	0	0	0	0	0	1	40,911
Missing Data	1	0	2	1	1	0	0	0	5	-
TOTAL	3	5	7	5	12	5	3	2	42	\$78,575

TOTAL YEARS OF EXPERIENCE										
5-9	1	0	0	0	0	0	0	0	1	\$40,911
10-14	0	0	0	0	1	0	0	0	1	82,210
15-19	0	0	1	0	1	0	0	0	2	77,594
20-24	1	0	1	0	1	1	1	0	5	79,173
25-29	0	1	1	2	2	1	1	1	9	81,806
30-34	0	2	2	1	5	3	1	1	15	81,719
35-39	0	2	0	1	1	0	0	0	4	74,744
Missing Data	1	0	2	1	1	0	0	0	5	-
TOTAL	3	5	7	5	12	5	3	2	42	\$78,575

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 81,071
 % Change in Median
 Salary Over One Year = + 5.2%

Maximum Salary = \$ 98,619
 Minimum Salary = \$ 40,911
 Standard Deviation = \$ 10,800

**SALARY DISTRIBUTION OF DIRECTORS OF SPECIAL SERVICES^a BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	Less Than \$60,000	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM										
0-2,499.99	0	1	3	2	0	0	0	0	6	\$68,167
2,500-4,999.99	3	1	3	5	3	1	0	0	16	69,452
5,000-7,499.99	0	0	3	1	0	0	1	0	5	72,265
7,500-9,999.99	0	0	1	3	1	3	0	1	9	78,391
10,000-14,999.99	0	0	0	1	2	2	0	0	5	78,925
15,000-19,999.99	0	0	0	1	0	1	2	1	5	83,771
20,000-24,999.99	0	0	0	1	0	0	0	1	2	84,867
25,000-29,999.99	0	0	0	0	1	0	0	0	1	76,275
30,000 +	0	0	0	0	0	2	0	0	2	82,731
TOTAL	3	2	10	14	7	9	3	3	51	\$74,746

LENGTH OF CONTRACT										
12 Months	3	1	8	9	5	8	3	2	39	\$75,020
11 Months	0	0	1	4	2	1	0	1	9	75,726
10 Months	0	1	1	1	0	0	0	0	3	68,238
TOTAL	3	2	10	14	7	9	3	3	51	\$74,746

EDUCATIONAL LEVEL										
Doctorate Degree	0	1	0	3	2	3	1	2	12	\$80,160
Master's + 30 Hrs	3	1	8	11	5	5	2	1	36	73,188
Master's Degree	0	0	2	0	0	1	0	0	3	71,785
TOTAL	3	2	10	14	7	9	3	3	51	\$74,746

TOTAL YEARS OF EXPERIENCE										
0-4	1	0	0	0	0	0	0	0	1	\$56,000
5-9	0	0	1	0	0	0	0	0	1	66,560
10-14	1	0	0	0	0	0	0	0	1	54,906
15-19	0	0	0	1	0	0	0	0	1	72,121
20-24	0	2	2	3	1	0	1	0	9	71,218
25-29	0	0	3	6	5	6	1	0	21	76,547
30-34	1	0	4	3	1	2	1	2	14	76,362
35-39	0	0	0	1	0	1	0	1	3	81,643
TOTAL	3	2	10	14	7	9	3	3	51	\$74,746

^aIncludes IDEA Coordinators and Special Education Directors.

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 73,892
 % Change in Median
 Salary Over One Year = + 3.5%

Maximum Salary = \$ 96,034
 Minimum Salary = \$ 54,906
 Standard Deviation = \$ 8,951

**SALARY DISTRIBUTION OF DIRECTORS OF STUDENT SERVICES^a BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	Less Than \$50,000	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM										
0-2,499.99	2	0	1	1	1	0	0	0	5	\$51,538
2,500-4,999.99	0	0	0	0	0	0	0	0	0	-
5,000-7,499.99	1	0	1	0	1	1	0	0	4	61,734
7,500-9,999.99	1	1	0	0	0	0	2	0	4	61,674
10,000-14,999.99	0	0	0	0	0	0	1	3	4	81,507
15,000-19,999.99	0	0	0	1	1	0	0	2	4	75,029
20,000-24,999.99	2	1	0	0	0	0	0	1	4	55,413
25,000-29,999.99	0	0	0	0	0	0	0	0	0	-
30,000 +	1	4	2	0	0	0	0	0	7	53,394
TOTAL	7	6	4	2	3	1	3	6	32	\$61,652

LENGTH OF CONTRACT										
12 Months	1	3	3	0	2	0	3	4	16	\$67,785
11 Months	1	0	0	1	0	1	0	2	5	66,622
10 Months	3	1	1	1	1	0	0	0	7	53,220
9 Months	2	2	0	0	0	0	0	0	4	45,666
TOTAL	7	6	4	2	3	1	3	6	32	\$61,652

EDUCATIONAL LEVEL										
Doctorate Degree	0	0	0	1	1	0	1	2	5	\$76,193
Master's + 30 Hrs	0	2	3	0	1	0	0	2	8	64,650
Master's Degree	1	2	0	0	1	1	1	2	8	66,884
Bachelor's +18 Hrs	1	0	0	0	0	0	0	0	1	46,105
Missing Data	5	2	1	1	0	0	1	0	10	-
TOTAL	7	6	4	2	3	1	3	6	32	\$61,652

TOTAL YEARS OF EXPERIENCE										
5-9	0	1	0	0	0	0	0	0	1	\$52,903
10-14	0	0	1	0	1	0	0	1	3	71,645
15-19	1	2	1	0	0	0	1	0	5	58,525
20-24	0	0	0	1	0	0	0	0	1	61,253
25-29	0	0	0	0	0	0	0	2	2	81,588
30-34	1	1	1	0	1	1	1	3	9	69,589
35-39	0	0	0	0	1	0	0	0	1	68,147
Missing Data	5	2	1	1	0	0	1	0	10	-
TOTAL	7	6	4	2	3	1	3	6	32	\$61,652

^aIncludes Attendance Officers.

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 59,609

% Change in Median

Salary Over One Year = + 6.4%

Maximum Salary = \$ 90,935

Minimum Salary = \$ 26,334

Standard Deviation = \$ 16,314

**SALARY DISTRIBUTION OF ATHLETIC DIRECTORS BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM									
0-2,499.99	0	0	0	0	0	1	0	1	\$70,762
2,500-4,999.99	0	1	0	1	3	0	0	5	62,915
5,000-7,499.99	0	0	1	1	0	1	0	3	64,362
7,500-9,999.99	1	0	2	1	3	0	0	7	61,115
10,000-14,999.99	1	0	0	4	1	0	0	6	61,494
15,000-19,999.99	0	1	1	1	4	0	5	12	69,247
20,000-24,999.99	1	0	0	0	0	0	0	1	49,466
25,000-29,999.99	0	0	1	0	0	0	0	1	59,137
30,000 +	0	0	0	0	0	0	0	0	-
TOTAL	3	2	5	8	11	2	5	36	\$64,299

LENGTH OF CONTRACT									
12 Months	1	0	3	6	5	0	5	20	\$66,164
11 Months	0	1	1	2	5	1	0	10	64,134
10 Months	1	1	0	0	0	0	0	2	51,144
9 Months	1	0	1	0	1	1	0	4	61,963
TOTAL	3	2	5	8	11	2	5	36	\$64,299

EDUCATIONAL LEVEL									
Doctorate Degree	0	0	0	0	0	0	0	0	-
Master's + 30 Hrs	0	0	1	2	2	0	0	5	\$63,765
Master's Degree	2	1	0	4	4	2	2	15	64,344
Bachelor's + 18 Hrs	1	1	1	1	0	0	1	5	61,039
Bachelor's Degree	0	0	2	1	5	0	2	10	66,741
Missing Data	0	0	1	0	0	0	0	1	-
TOTAL	3	2	5	8	11	2	5	36	\$64,299

TOTAL YEARS OF EXPERIENCE									
5-9	0	0	1	0	0	0	0	1	\$55,777
10-14	0	0	1	0	1	0	0	2	61,889
15-19	0	1	1	0	3	0	1	6	65,391
20-24	0	1	0	0	3	0	0	4	63,684
25-29	1	0	1	3	2	2	2	11	66,100
30-34	2	0	0	5	1	0	2	10	63,467
35-39	0	0	0	0	1	0	0	1	68,187
Missing Data	0	0	1	0	0	0	0	1	-
TOTAL	3	2	5	8	11	2	5	36	\$64,299

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 64,791
 % Change in Median
 Salary Over One Year = + 3.3%

Maximum Salary = \$ 78,879
 Minimum Salary = \$ 49,315
 Standard Deviation = \$ 8,010

**SALARY DISTRIBUTION OF COORDINATORS OF FEDERAL PROJECTS BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	Less Than \$55,000	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM									
0-2,499.99	0	1	1	1	4	0	0	7	\$68,375
2,500-4,999.99	3	0	4	1	2	1	0	11	59,207
5,000-7,499.99	0	1	0	2	0	0	0	3	64,713
7,500-9,999.99	0	0	1	1	1	1	0	4	70,671
10,000-14,999.99	1	0	1	1	0	2	0	5	65,876
15,000-19,999.99	0	0	0	0	0	0	1	1	88,485
20,000-24,999.99	0	0	0	0	1	3	0	4	76,831
25,000-29,999.99	0	0	1	0	0	0	1	2	71,948
30,000 +	0	0	0	0	0	0	2	2	81,327
TOTAL	4	2	8	6	8	7	4	39	\$67,653

LENGTH OF CONTRACT									
12 Months	1	1	6	6	6	5	4	29	\$70,393
11 Months	0	1	1	0	1	2	0	5	69,346
10 Months	2	0	1	0	1	0	0	4	50,692
9 Months	1	0	0	0	0	0	0	1	46,500
TOTAL	4	2	8	6	8	7	4	39	\$67,653

EDUCATIONAL LEVEL									
Doctorate Degree	0	0	0	0	1	3	3	7	\$79,544
Master's + 30 Hrs	1	1	4	4	6	4	1	21	68,969
Master's Degree	2	1	3	2	1	0	0	9	61,431
Missing Data	1	0	1	0	0	0	0	2	-
TOTAL	4	2	8	6	8	7	4	39	\$67,653

TOTAL YEARS OF EXPERIENCE									
5-9	1	0	0	0	0	0	0	1	\$49,231
10-14	0	0	1	0	0	0	0	1	61,500
15-19	0	1	1	0	1	1	0	4	66,795
20-24	0	0	1	1	1	1	0	4	69,646
25-29	1	1	2	3	0	2	0	9	66,263
30-34	1	0	1	2	2	2	4	12	73,187
35-39	0	0	1	0	2	0	0	3	68,416
40-44	0	0	0	0	2	1	0	3	73,896
Missing Data	1	0	1	0	0	0	0	2	-
TOTAL	4	2	8	6	8	7	4	39	\$67,653

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 69,115
 % Change in Median
 Salary Over One Year = + 3.4%

Maximum Salary = \$ 88,485
 Minimum Salary = \$ 19,410
 Standard Deviation = \$ 12,192

**SALARY DISTRIBUTION OF SCHOOL PSYCHOLOGISTS BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	Less Than \$35,000	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM											
0-2,499.99	0	1	3	0	0	0	2	1	0	7	\$50,100
2,500-4,999.99	0	5	6	5	3	4	1	2	1	27	49,698
5,000-7,499.99	1	4	5	3	4	2	1	5	0	25	50,542
7,500-9,999.99	2	3	6	5	17	9	7	4	1	54	52,639
10,000-14,999.99	2	2	8	5	2	4	0	3	1	27	49,480
15,000-19,999.99	3	6	5	12	15	15	7	4	7	74	53,803
20,000-24,999.99	0	0	0	4	7	6	8	0	0	25	55,687
25,000-29,999.99	0	2	3	1	4	6	0	3	1	20	54,502
30,000 +	0	6	5	6	20	15	11	8	1	72	55,269
TOTAL	8	29	41	41	72	61	37	30	12	331	\$53,104

LENGTH OF CONTRACT											
12 Months	0	0	0	5	4	5	5	10	7	36	\$63,757
11 Months	0	2	2	0	0	3	7	7	1	22	60,364
10 Months	4	21	32	24	59	48	24	13	3	228	52,017
9 Months	4	6	7	12	9	5	1	0	1	45	46,544
TOTAL	8	29	41	41	72	61	37	30	12	331	\$53,104

EDUCATIONAL LEVEL											
Doctorate Degree	2	2	1	3	9	9	8	15	8	57	\$60,276
Master's + 30 Hrs	2	26	38	36	61	49	29	14	4	259	51,947
Master's Degree	1	0	2	1	1	3	0	0	0	8	48,212
Bachelor's +18 Hrs	2	1	0	0	0	0	0	0	0	3	35,067
Missing Data	1	0	0	1	1	0	0	1	0	4	-
TOTAL	8	29	41	41	72	61	37	30	12	331	\$53,104

TOTAL YEARS OF EXPERIENCE											
0-4	4	26	19	10	13	1	0	0	0	73	\$42,998
5-9	1	0	18	14	20	4	1	0	0	58	48,484
10-14	1	1	4	10	11	11	2	0	0	40	51,089
15-19	0	0	0	4	16	12	5	2	1	40	56,327
20-24	1	0	0	0	1	14	7	9	2	34	60,903
25-29	0	1	0	2	7	16	14	11	5	56	61,094
30-34	0	1	0	0	3	3	7	7	4	25	63,242
35-39	0	0	0	0	0	0	1	0	0	1	60,294
Missing Data	1	0	0	1	1	0	0	1	0	4	-
TOTAL	8	29	41	41	72	61	37	30	12	331	\$53,104

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 53,449
 % Change in Median
 Salary Over One Year = + 2.9%

Maximum Salary = \$ 85,315
 Minimum Salary = \$ 26,024
 Standard Deviation = \$ 10,170

**SALARY DISTRIBUTION OF SOCIAL WORKERS BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	\$20,000 to \$24,999	\$25,000 to \$29,999	\$30,000 to \$34,999	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM											
0-2,499.99	0	0	0	1	1	1	0	0	0	3	\$43,920
2,500-4,999.99	0	0	0	1	0	1	1	1	0	4	48,658
5,000-7,499.99	2	1	1	0	2	0	1	0	2	9	40,230
7,500-9,999.99	0	1	0	2	6	3	1	3	3	19	47,908
10,000-14,999.99	0	1	0	1	1	1	3	0	0	7	44,738
15,000-19,999.99	0	3	9	4	0	1	1	0	0	18	34,375
20,000-24,999.99	0	0	0	4	3	4	2	2	1	16	46,882
25,000-29,999.99	0	0	0	1	2	2	1	0	0	6	44,968
30,000 +	0	0	0	1	5	3	3	1	2	15	48,989
TOTAL	2	6	10	15	20	16	13	7	8	97	\$44,179

LENGTH OF CONTRACT											
12 Months	0	0	1	0	0	2	0	1	5	9	\$55,395
11 Months	0	1	0	1	3	0	0	1	2	8	46,821
10 Months	0	4	9	8	6	5	7	5	1	45	42,322
9 Months	2	1	0	6	11	9	6	0	0	35	43,080
TOTAL	2	6	10	15	20	16	13	7	8	97	\$44,179

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	0	0	0	0	0	1	0	1	\$57,126
Master's + 30 Hrs	0	0	0	1	3	7	7	5	5	28	52,351
Master's Degree	0	0	1	4	0	2	3	0	1	11	45,023
Bachelor's +18 Hrs	0	0	0	1	0	1	0	0	0	2	44,130
Bachelor's Degree	0	0	0	0	0	1	0	0	0	1	48,437
Missing Data	2	6	9	9	17	5	3	1	2	54	-
TOTAL	2	6	10	15	20	16	13	7	8	97	\$44,179

TOTAL YEARS OF EXPERIENCE											
0-4	0	0	1	2	1	0	0	0	0	4	\$37,075
5-9	0	0	0	2	1	1	0	0	0	4	40,937
10-14	0	0	0	2	1	2	2	0	0	7	45,408
15-19	0	0	0	0	0	5	1	1	0	7	49,638
20-24	0	0	0	0	0	0	2	2	2	6	57,080
25-29	0	0	0	0	0	0	4	1	3	8	57,093
30-34	0	0	0	0	0	2	1	2	0	5	53,135
35-39	0	0	0	0	0	1	0	0	1	2	56,321
Missing Data	2	6	9	9	17	5	3	1	2	54	-
TOTAL	2	6	10	15	20	16	13	7	8	97	\$44,179

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 43,671
 % Change in Median
 Salary Over One Year = - 1.9%

Maximum Salary = \$ 65,600
 Minimum Salary = \$ 20,146
 Standard Deviation = \$ 10,237

**SALARY DISTRIBUTION OF SUPERVISORS OF ADULT EDUCATION^a BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	Less Than \$55,000	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM									
0-2,499.99	0	0	0	1	1	1	0	3	\$71,804
2,500-4,999.99	0	1	0	1	0	1	0	3	67,528
5,000-7,499.99	1	0	0	0	1	0	0	2	58,807
7,500-9,999.99	0	0	0	0	2	1	0	3	74,444
10,000-14,999.99	2	0	1	0	2	0	0	5	62,375
15,000-19,999.99	1	0	0	1	0	2	0	4	65,731
20,000-24,999.99	1	0	0	1	0	0	0	2	58,386
25,000-29,999.99	0	0	1	0	0	0	0	1	63,098
30,000 +	0	1	0	1	0	0	1	3	70,536
TOTAL	5	2	2	5	6	5	1	26	\$66,355

LENGTH OF CONTRACT									
12 Months	2	2	2	3	5	5	1	20	\$68,086
11 Months	3	0	0	2	1	0	0	6	60,584
10 Months	0	0	0	0	0	0	0	0	-
TOTAL	5	2	2	5	6	5	1	26	\$66,355

EDUCATIONAL LEVEL									
Doctorate Degree	0	0	0	0	1	0	1	2	\$80,314
Master's + 30 Hrs	1	0	1	2	3	4	0	11	70,663
Master's Degree	2	1	1	3	2	1	0	10	64,454
Bachelor's +18 Hrs	1	0	0	0	0	0	0	1	49,550
Missing Data	1	1	0	0	0	0	0	2	-
TOTAL	5	2	2	5	6	5	1	26	\$66,355

TOTAL YEARS OF EXPERIENCE									
0-4	1	0	0	0	0	0	0	1	\$45,058
5-9	1	0	0	0	0	0	0	1	49,495
10-14	1	0	0	1	0	0	0	2	61,130
15-19	0	0	1	1	0	1	0	3	69,417
20-24	1	1	0	1	3	1	0	7	67,520
25-29	0	0	1	0	1	0	0	2	68,707
30-34	0	0	0	0	1	3	0	4	75,828
35-39	0	0	0	1	1	0	1	3	75,033
40 +	0	0	0	1	0	0	0	1	68,480
Missing Data	1	1	0	0	0	0	0	2	-
TOTAL	5	2	2	5	6	5	1	26	\$66,355

^aIncludes Adult Program Coordinators.

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 69,228
 % Change in Median
 Salary Over One Year = + 6.0%

Maximum Salary = \$ 87,371
 Minimum Salary = \$ 35,741
 Standard Deviation = \$ 12,112

**SALARY DISTRIBUTION OF SUPERVISORS OF ELEMENTARY EDUCATION BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	Less Than \$65,000	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM								
0-2,499.99	0	0	0	0	0	0	0	-
2,500-4,999.99	1	0	0	1	0	1	3	\$74,594
5,000-7,499.99	0	0	1	1	0	0	2	73,001
7,500-9,999.99	0	1	0	2	1	0	4	77,258
10,000-14,999.99	0	0	0	0	0	0	0	-
15,000-19,999.99	0	0	0	1	0	1	2	82,539
20,000-24,999.99	0	0	0	0	0	0	0	-
25,000-29,999.99	0	0	0	0	0	1	1	86,557
30,000 +	0	0	0	0	0	1	1	85,222
TOTAL	1	1	1	5	1	4	13	\$78,129

LENGTH OF CONTRACT								
12 Months	0	1	0	4	1	4	10	\$81,277
11 Months	1	0	1	1	0	0	3	67,633
10 Months	0	0	0	0	0	0	0	-
TOTAL	1	1	1	5	1	4	13	\$78,129

EDUCATIONAL LEVEL								
Doctorate Degree	0	0	0	1	0	2	3	\$83,878
Master's + 30 Hrs	1	1	1	3	1	2	9	76,156
Master's Degree	0	0	0	1	0	0	1	78,628
TOTAL	1	1	1	5	1	4	13	\$78,129

TOTAL YEARS OF EXPERIENCE								
5-9	1	0	0	0	0	0	1	\$56,897
10-14	0	0	0	0	0	0	0	-
15-19	0	0	0	0	0	1	1	85,222
20-24	0	1	0	1	0	1	3	78,902
25-29	0	0	0	1	1	1	3	82,428
30-34	0	0	1	3	0	1	5	77,912
TOTAL	1	1	1	5	1	4	13	\$78,129

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 78,628
 % Change in Median
 Salary Over One Year = - 0.2%

Maximum Salary = \$ 88,450
 Minimum Salary = \$ 56,897
 Standard Deviation = \$ 8,870

**SALARY DISTRIBUTION OF SUPERVISORS OF SECONDARY EDUCATION BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	Less Than \$65,000	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM									
0-2,499.99	0	0	0	0	0	0	0	0	-
2,500-4,999.99	0	1	0	1	0	0	2	4	\$82,238
5,000-7,499.99	0	2	0	1	0	0	0	3	70,097
7,500-9,999.99	0	0	1	1	0	1	0	3	79,948
10,000-14,999.99	0	0	0	0	0	1	0	1	87,640
15,000-19,999.99	1	1	0	0	1	0	1	4	75,750
20,000-24,999.99	0	0	0	0	0	0	0	0	-
25,000-29,999.99	0	0	0	0	1	0	0	1	83,357
30,000 +	0	0	0	0	0	0	1	1	94,983
TOTAL	1	4	1	3	2	2	4	17	\$79,298

LENGTH OF CONTRACT									
12 Months	0	1	1	2	1	2	4	11	\$84,739
11 Months	1	2	0	1	1	0	0	5	70,069
10 Months	0	1	0	0	0	0	0	1	65,587
TOTAL	1	4	1	3	2	2	4	17	\$79,298

EDUCATIONAL LEVEL									
Doctorate Degree	0	1	0	0	0	1	2	4	\$85,158
Master's + 30 Hrs	1	2	1	3	1	1	1	10	76,351
Master's Degree	0	1	0	0	1	0	1	3	81,309
TOTAL	1	4	1	3	2	2	4	17	\$79,298

TOTAL YEARS OF EXPERIENCE									
5-9	0	0	0	0	0	0	0	0	-
10-14	0	1	0	0	0	0	1	2	\$79,099
15-19	1	0	0	0	0	0	0	1	59,100
20-24	0	0	0	0	0	0	0	0	-
25-29	0	0	1	1	0	1	1	4	82,753
30-34	0	2	0	1	1	0	2	6	80,297
35-39	0	1	0	1	1	0	0	3	76,779
40-44	0	0	0	0	0	1	0	1	87,640
TOTAL	1	4	1	3	2	2	4	17	\$79,298

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 79,196
 % Change in Median
 Salary Over One Year = + 0.6%

Maximum Salary = \$ 95,372
 Minimum Salary = \$ 59,100
 Standard Deviation = \$ 11,552

**SALARY DISTRIBUTION OF INSTRUCTIONAL COACHES^a BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004–05**

Salary Distribution Based On:	Less Than \$35,000	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM											
0–2,499.99	0	3	2	3	8	2	2	0	0	20	\$49,683
2,500–4,999.99	0	2	5	7	14	10	2	2	0	42	51,853
5,000–7,499.99	0	1	7	2	6	0	0	0	1	17	48,623
7,500–9,999.99	0	1	5	4	9	13	3	2	1	38	53,936
10,000–14,999.99	1	1	2	4	7	0	3	0	0	18	49,286
15,000–19,999.99	3	8	8	8	9	5	0	0	0	41	45,214
20,000–24,999.99	0	0	0	0	2	0	2	0	0	4	57,140
25,000–29,999.99	0	0	0	0	0	0	0	0	0	0	-
30,000 +	0	5	12	17	45	8	9	2	0	98	51,055
TOTAL	4	21	41	45	100	38	21	6	2	278	\$50,434

LENGTH OF CONTRACT											
12 Months	0	0	0	0	1	1	0	1	0	3	\$59,369
11 Months	1	0	1	3	4	2	5	0	0	16	52,761
10 Months	0	9	15	15	37	30	8	3	0	117	51,460
9 Months	3	12	25	27	58	5	8	2	2	142	49,137
TOTAL	4	21	41	45	100	38	21	6	2	278	\$50,434

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	0	0	1	0	5	1	0	7	\$60,882
Master's + 30 Hrs	0	0	12	17	59	28	14	4	2	136	53,965
Master's Degree	0	10	19	21	38	10	2	1	0	101	48,247
Bachelor's +18 Hrs	1	4	8	5	2	0	0	0	0	20	42,692
Bachelor's Degree	2	7	2	2	0	0	0	0	0	13	38,277
Missing Data	1	0	0	0	0	0	0	0	0	1	-
TOTAL	4	21	41	45	100	38	21	6	2	278	\$50,434

TOTAL YEARS OF EXPERIENCE											
0–4	1	3	1	0	0	0	0	0	0	5	\$35,952
5–9	2	15	16	8	14	3	2	0	0	60	44,734
10–14	0	3	15	18	13	5	1	0	0	55	47,671
15–19	0	0	5	12	12	7	3	1	0	40	51,424
20–24	0	0	2	6	24	12	6	1	1	52	54,332
25–29	0	0	1	1	25	4	4	3	1	39	55,598
30–34	0	0	1	0	10	4	5	1	0	21	55,965
35–39	0	0	0	0	2	3	0	0	0	5	55,678
Missing Data	1	0	0	0	0	0	0	0	0	1	-
TOTAL	4	21	41	45	100	38	21	6	2	278	\$50,434

^aIncludes Literacy and Math/Science Coaches.

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 50,460
 % Change in Median
 Salary Over One Year = + 0.9%

Maximum Salary = \$ 83,201
 Minimum Salary = \$ 28,118
 Standard Deviation = \$ 7,776

**SALARY DISTRIBUTION OF CONSULTANTS/COORDINATORS BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2004-05**

Salary Distribution Based On:	Less Than \$45,000	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM											
0-2,499.99	3	5	3	2	3	4	0	0	0	20	\$52,567
2,500-4,999.99	4	4	1	3	5	5	1	0	0	23	55,480
5,000-7,499.99	1	1	3	5	4	1	1	2	1	19	61,714
7,500-9,999.99	0	4	3	3	2	8	2	1	2	25	63,110
10,000-14,999.99	2	0	1	5	6	0	1	4	1	20	60,930
15,000-19,999.99	2	0	2	3	6	4	11	6	3	37	67,364
20,000-24,999.99	4	5	3	6	8	0	2	1	1	30	56,966
25,000-29,999.99	0	0	0	3	6	3	3	0	0	15	63,691
30,000 +	3	4	6	7	26	26	2	3	2	79	61,998
TOTAL	19	23	22	37	66	51	23	17	10	268	\$61,011

LENGTH OF CONTRACT											
12 Months	3	0	3	16	37	36	17	12	7	131	\$66,058
11 Months	1	4	6	10	17	9	6	5	2	60	62,717
10 Months	6	10	11	10	10	3	0	0	1	51	54,242
9 Months	9	9	2	1	2	3	0	0	0	26	44,925
TOTAL	19	23	22	37	66	51	23	17	10	268	\$61,011

EDUCATIONAL LEVEL											
Doctorate Degree	1	0	0	0	2	4	3	5	3	18	\$70,159
Master's + 30 Hrs	3	6	13	16	39	33	14	9	6	139	63,588
Master's Degree	8	8	8	17	21	14	6	3	1	86	58,876
Bachelor's +18 Hrs	3	7	0	1	4	0	0	0	0	15	50,914
Bachelor's Degree	1	1	0	1	0	0	0	0	0	3	43,063
Missing Data	3	1	1	2	0	0	0	0	0	7	-
TOTAL	19	23	22	37	66	51	23	17	10	268	\$61,011

TOTAL YEARS OF EXPERIENCE											
0-4	2	0	0	0	0	0	0	0	0	2	\$29,633
5-9	5	3	3	3	1	0	0	0	0	15	49,234
10-14	4	5	4	3	2	4	3	0	0	25	53,928
15-19	1	3	2	9	10	6	0	2	0	33	59,535
20-24	1	4	4	8	16	7	2	4	0	46	61,090
25-29	2	1	5	9	23	14	8	5	4	71	64,568
30-34	1	3	3	3	10	16	9	5	3	53	65,987
35-39	0	2	0	0	3	3	1	1	2	12	66,437
40-44	0	0	0	0	1	1	0	0	1	3	70,563
45-49	0	1	0	0	0	0	0	0	0	1	46,405
Missing Data	3	1	1	2	0	0	0	0	0	7	-
TOTAL	19	23	22	37	66	51	23	17	10	268	\$61,011

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 62,300
 % Change in Median
 Salary Over One Year = + 3.8%

Maximum Salary = \$ 87,461
 Minimum Salary = \$ 19,917
 Standard Deviation = \$ 11,675

ADDITIONAL DESCRIPTIVE STATISTICS 2004-05 School Year

This information is provided for those positions with missing data that make detailed comparisons of salary by education or experience impractical and those positions with fewer than ten individuals meeting the criteria for inclusion in this report. Only individuals employed full-time in the position (1.0 FTE) with a contract length of 190 days or more are included. Annual salary figures exclude extracurricular supplements and bonus and incentive pay.

CAREER & TECHNOLOGY EDUCATION CENTER DIRECTORS

Number	=	32	Maximum Salary	=	\$ 92,210
Median Salary	=	\$ 76,348	Minimum Salary	=	\$ 62,811
Average Salary	=	\$ 77,024	% Change in Median		
Standard Deviation	=	\$ 6,692	Salary Over One Year	=	+ 3.2 %

CAREER & TECHNOLOGY EDUCATION CENTER ASSISTANT DIRECTORS

Number	=	19	Maximum Salary	=	\$ 76,013
Median Salary	=	\$ 68,142	Minimum Salary	=	\$ 49,840
Average Salary	=	\$ 64,791	% Change in Median		
Standard Deviation	=	\$ 8,471	Salary Over One Year	=	+ 4.1 %

DIRECTORS OF ADULT EDUCATION

Number	=	25	Maximum Salary	=	\$ 82,574
Median Salary	=	\$ 66,618	Minimum Salary	=	\$ 41,000
Average Salary	=	\$ 68,209	% Change in Median		
Standard Deviation	=	\$ 8,827	Salary Over One Year	=	+ 1.7 %

DIRECTORS OF ATTENDANCE

Number	=	8	Maximum Salary	=	\$ 66,789
Median Salary	=	\$ 55,428	Minimum Salary	=	\$ 31,581
Average Salary	=	\$ 50,374	% Change in Median		
Standard Deviation	=	\$ 14,203	Salary Over One Year	=	+ 23.7 %

DIRECTORS OF CAREER & TECHNOLOGY EDUCATION

Number	=	11	Maximum Salary	=	\$ 90,439
Median Salary	=	\$ 69,835	Minimum Salary	=	\$ 30,498
Average Salary	=	\$ 68,530	% Change in Median		
Standard Deviation	=	\$ 16,030	Salary Over One Year	=	+ 2.1 %

DIRECTORS OF COMMUNICATIONS/PIO

Number	=	11	Maximum Salary	=	\$ 85,165
Median Salary	=	\$ 59,713	Minimum Salary	=	\$ 44,397
Average Salary	=	\$ 62,025	% Change in Median		
Standard Deviation	=	\$ 13,233	Salary Over One Year	=	+ 7.1 %

ADDITIONAL DESCRIPTIVE STATISTICS 2004-05 School Year

DIRECTORS OF EARLY CHILDHOOD DEVELOPMENT (Includes Directors of Early Childhood Education & Directors of Child Development)

Number	=	12	Maximum Salary	=	\$ 84,542
Median Salary	=	\$ 66,026	Minimum Salary	=	\$ 29,395
Average Salary	=	\$ 66,063	% Change in Median		
Standard Deviation	=	\$ 15,791	Salary Over One Year	=	+ 1.2 %

DIRECTORS OF FINANCE/BUSINESS MANAGERS (Includes Finance Officers/Fiscal Affairs)

Number	=	44	Maximum Salary	=	\$117,300
Median Salary	=	\$ 71,804	Minimum Salary	=	\$ 40,618
Average Salary	=	\$ 71,704	% Change in Median		
Standard Deviation	=	\$ 17,090	Salary Over One Year	=	+ 6.3 %

DIRECTORS OF FOOD SERVICES

Number	=	33	Maximum Salary	=	\$ 82,051
Median Salary	=	\$ 58,057	Minimum Salary	=	\$ 25,248
Average Salary	=	\$ 55,048	% Change in Median		
Standard Deviation	=	\$ 14,978	Salary Over One Year	=	+ 4.0 %

DIRECTORS OF MAINTENANCE (Includes Superintendents of Buildings and Grounds)

Number	=	32	Maximum Salary	=	\$ 90,832
Median Salary	=	\$ 66,882	Minimum Salary	=	\$ 41,582
Average Salary	=	\$ 65,175	% Change in Median		
Standard Deviation	=	\$ 12,654	Salary Over One Year	=	+ 4.3 %

DIRECTORS OF TECHNOLOGY

Number	=	39	Maximum Salary	=	\$102,025
Median Salary	=	\$ 70,157	Minimum Salary	=	\$ 37,080
Average Salary	=	\$ 68,851	% Change in Median		
Standard Deviation	=	\$ 13,535	Salary Over One Year	=	+ 4.5 %

DIRECTORS OF TRANSPORTATION (Includes Supervisors of Vehicles)

Number	=	36	Maximum Salary	=	\$ 83,490
Median Salary	=	\$ 57,814	Minimum Salary	=	\$ 19,604
Average Salary	=	\$ 56,220	% Change in Median		
Standard Deviation	=	\$ 17,842	Salary Over One Year	=	+ 14.4 %

ADDITIONAL DESCRIPTIVE STATISTICS **2004–05 School Year**

EDUCATIONAL EVALUATORS

Number	=	13	Maximum Salary	=	\$ 86,809
Median Salary	=	\$ 62,473	Minimum Salary	=	\$ 46,694
Average Salary	=	\$ 64,316	% Change in Median		
Standard Deviation	=	\$ 12,382	Salary Over One Year	=	+ 2.1 %

GRANT WRITERS

Number	=	8	Maximum Salary	=	\$ 82,348
Median Salary	=	\$ 67,013	Minimum Salary	=	\$ 20,000
Average Salary	=	\$ 59,992	% Change in Median		
Standard Deviation	=	\$ 22,672	Salary Over One Year	=	+ 3.3 %

JOB PLACEMENT COORDINATORS

(Includes School-to-Work Coordinators and Job Developers)

Number	=	38	Maximum Salary	=	\$ 78,535
Median Salary	=	\$ 52,100	Minimum Salary	=	\$ 28,621
Average Salary	=	\$ 52,633	% Change in Median		
Standard Deviation	=	\$ 13,557	Salary Over One Year	=	– 5.2 %

OCCUPATIONAL/PHYSICAL THERAPISTS

Number	=	121 ^a	Maximum Salary	=	\$ 81,152
Median Salary	=	\$ 48,228	Minimum Salary	=	\$ 26,834
Average Salary	=	\$ 48,153	% Change in Median		
Standard Deviation	=	\$ 8,427	Salary Over One Year	=	+ 3.4 %

^aIncludes therapists with a contract length of 180 days or more.

SCHOOL NURSES

Number	=	722 ^a	Maximum Salary	=	\$
Median Salary	=	\$ 30,898	Minimum Salary	=	\$
					13,950
Average Salary	=	\$ 30,492	% Change in Median		
Standard Deviation	=	\$ 7,342	Salary Over One Year	=	+ 2.0 %

^aIncludes nurses with a contract length of 180 days or more.

SPEECH THERAPISTS

Number	=	706	Maximum Salary	=	\$ 63,511
Median Salary	=	\$ 43,714	Minimum Salary	=	\$ 25,438
Average Salary	=	\$ 43,745	% Change in Median		
Standard Deviation	=	\$ 7,708	Salary Over One Year	=	+ 3.5 %

ADDITIONAL DESCRIPTIVE STATISTICS **2004–05 School Year**

DISTRICT ACCOUNTANTS/ACCOUNTING MANAGERS

Number	=	25	Maximum Salary	=	\$ 71,057
Median Salary	=	\$ 44,512	Minimum Salary	=	\$ 30,004
Average Salary	=	\$ 47,206	% Change in Median		
Standard Deviation	=	\$ 11,964	Salary Over One Year	=	– 5.8 %

SUPERVISORS OF PAYROLL

Number	=	17	Maximum Salary	=	\$ 65,076
Median Salary	=	\$ 40,000	Minimum Salary	=	\$ 24,000
Average Salary	=	\$ 40,857	% Change in Median		
Standard Deviation	=	\$ 9,713	Salary Over One Year	=	+ 3.9 %

PURCHASING AGENTS

Number	=	15	Maximum Salary	=	\$ 74,294
Median Salary	=	\$ 63,126	Minimum Salary	=	\$ 31,756
Average Salary	=	\$ 57,007	% Change in Median		
Standard Deviation	=	\$ 13,773	Salary Over One Year	=	+ 3.7 %

BOOKKEEPERS

Number	=	12	Maximum Salary	=	\$ 39,365
Median Salary	=	\$ 24,614	Minimum Salary	=	\$ 19,872
Average Salary	=	\$ 26,885	% Change in Median		
Standard Deviation	=	\$ 6,552	Salary Over One Year	=	N/A

INDEX OF PERSONNEL (PCS code number)

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